



# **National Guard Bureau Briefing Slide Deck DACOWITS**

**20 June 2018  
0945 -1100**



# Brig Gen Farris



# ***Numbers Overview of Women in the Service, Maternity Leave and MOMS Leave Act***

Brig Gen Laurie Farris  
USAF 157 Air Refueling Wing  
New Hampshire ANG



# AGENDA



- Numbers Overview of Women in the Guard
- Military Maternity Leave
- Mothers of Military Service (MOMS) Leave Act

# Overview of Women in the Military by Numbers



## Active Duty Total and Female Strength

Total Strength	Female Strength	%
Army 466,967	69,501	14.9%
Navy 325,666	63,229	19.4%
Marine Corps 184,243	15,652	8.5%
Air Force 323,054	64,829	20.1%

## Reserve Total Strength

Total Strength	831,988
Female Strength	156,414
	18.8%

## National Guard Strength

Total Strength	Female Strength	%
Army 336,153	53,448	15.9%
Air Force 106,666	20,800	19.5%

*"When you Call out the Guard... you Call out America"*

*Brig Gen Farris*

*20 June2018*



# Military Maternity Leave



- Recruiting and Retention Tool
  - Compete with private-sector benefits
- Paid military maternity leave would make military more family-friendly
- Improve work-family life balance
- Commitment to family and country



# Military Maternity Leave



## Differences in Maternity Leave between services

- Active Duty: 12 weeks paid maternity leave with full credit for retirement
- NG/Reserve lose credit for military service and points towards retirement while on maternity leave



# MOMS Leave Act



What is MOMS Act and what would it change?

- Amend Title 10 (Section 12732(a)(2))
- Provide compensation and credit for retired pay purposes for maternity leave taken by members of the reserve components
- Allow accumulation of retirement points at a rate of 12 points per year for taking maternity leave





# MOMS Leave Act



## MOMS Leave Act FY19 House NDAA

- Introduced by Rep. Michelle Lujan Grisham (D-NM)
- Inequality among service members
  - Leave
  - Retirement points

## MOMS Leave Act NOT in Senate NDAA

- Introduced by Sen. Tom Udall (D-NM) 2 AUG 17 for FY18
- Co-sponsored by Sen. Michael Rounds (R-SD)
- Co-sponsored by Sen. Martin Heinrich (D-NM)
- Backed by Sen. Patricia Murray (D-WA) and Sen. John Boozman (R-AR)
- MOMS Act is not part of Manager's Package
- Unlikely to be introduced as an amendment; vote for final passage on 20 June



# Questions



## Thank you!

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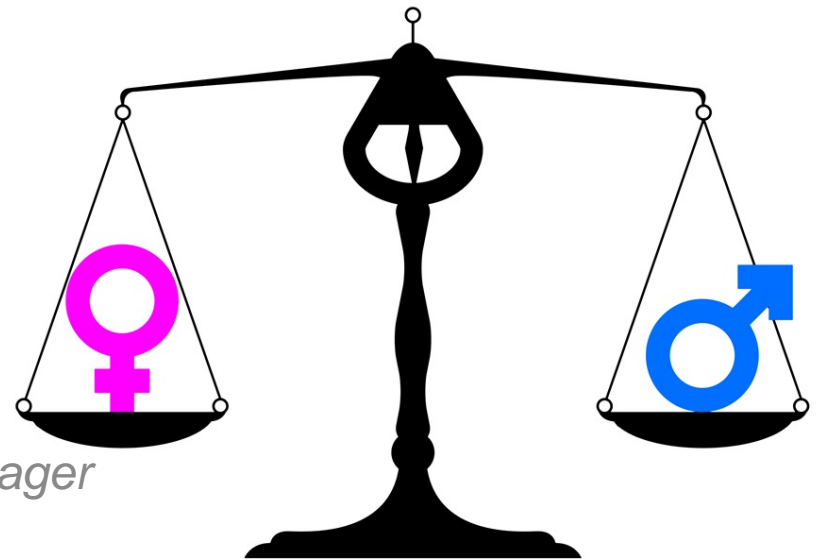


# CW4 Sumner



# ***Combating The Sexism We Tolerate Why it Impacts Gender Equality***

*Chief Warrant Officer 4 Doris J. Sumner  
Vermont National Guard  
State Equal Employment and Diversity Manager*





# NG Data Snapshot



ARMY	MALE		FEMALE		TOTAL
Senior Grades	2,511	93%	186	7%	2,697
Strength	280,715	83%	57,811	17%	338,526
AIR	MALE		FEMALE		TOTAL
Senior Grades	1,872	87%	291	13%	2,163
Strength	84,251	79%	21,884	21%	106,135

Senior Grades = 07, E9, CW5

ARMY	MALE		FEMALE		TOTAL
TAG	35	90%	4	10%	39
DJS	48	96%	2	4%	50
06 BDE Cmdr	118	53%	6	3%	223
05 BN Cmdr	403	93%	31	7%	434
CSM	932	95%	45	5%	977
AIR	MALE		FEMALE		TOTAL
TAG	15	94%	1	6%	16
Wing Cmdr	95	95%	5	5%	100
Group Cmdr	315	85%	57	15%	372
Command Chief	113	81%	27	19%	140
First Sergeant	584	77%	179	23%	763

# Connection between Gender Equality and Sexism

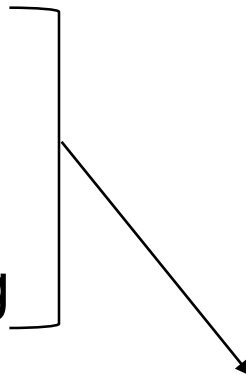


## Vermont National Guard Military Women's Program Gender Gap Analysis:

Military Culture is the Primary Reason for the under-representation.

Secondary reasons for under-representation;

- Lack of Interest
- Pregnancy
- Institutional barriers
- Networking & mentoring



If we alter the culture – we anticipate change



# SURVIVING SEXISM



**Prevalence of Sexist Cultures** – 1991 Tailhook, 1997 Aberdeen, 2012 Invisible War Documentary, 2016 U.S. Virgin Island, 2017 Marines United Scandal

**Sexism** – prejudice or discrimination based on sex. Gender Bias – same as sexism.

**Gender Oblivion** - Gender oblivion describes the covert ways that gender stereotypes influence everyday practices of the individual and organization.

Most sexism does not rise to the level for an official report. Many service members survive the moment with coping strategies;

Humor, Sarcasm, Avoidance, Ignore, Block Out, Assimilate, Wait Game

*The Status Quo Remains*

**Reference:** 1997 Army Study, Project Diane Report, Army – Gender Integration Study 3 April 2015, RAND 2017 Study on Sexual Assault & Sexual Harassment



# CALL TO ACTION



Claim It – Sexism is a readiness issue, impacts all!

## *Gender Oblivion Phenomenon*

Permission to discuss the long history of gender status disparity and gender diversity.

Embracing the Gender Spectrum – Valuing masculine and feminine traits.

Combat sexism to create a balanced culture where all service members are respected equally.





# SUMMARY



Thank you!

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# CW3 Ridgeway



# Gender Specific Policies, Gear/Equipment and Physical Training Standards

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Delaware National Guard  
Standard Installation and Division Personnel Reporting  
System (SIDPERS) Chief





# AGENDA



- Gender Specific
  - Policies
  - Gear/Equipment
- Physical Training



Lieutenant Haver, one the first female Soldiers who graduated Army Ranger School. 21AUG2015



# Gender Specific Policies



- Maternity Leave
  - 12 weeks paid for Active with full credit for retirement
  - National Guard (and Reserve) Soldiers lose credit for military service point towards retirement while out. Current policy for SUTA make up is within a 90 day (45 before/45 after MUTA)

Mothers for Military Service Leave Act Reform (As previously discussed if approved)



# Gender Specific Policies



- Army Directive 2015-043 (Breastfeeding/Lactation Support)
- Commander designate private area to express milk and storage capabilities
- Lack awareness, emphasis and compliance
- Though supportive, many felt they have to fend for themselves
- Army Command Policy 600-20 to be updated to include directive







# Gender Specific Gear/Equipment



Both Army and the Marine Corps are making independent changes to ensure gear fits correctly for women with hair buns.

Other safety concerns:

- Eye Protection
- Safety Gloves



U.S. Army Pvt. 1st Class Cheryl Rogers grins as 2nd Lt. Chelsea Adams helps her into the new Generation III Female Improved Outer Tactical Vest at Fort Stewart, Ga., on Nov. 28, 2012. (U.S. Army photo by Cpl. Emily Knitter)



# Gender Specific Gear/Equipment



- **Maternity uniform** is the only authorized uniform after the 24<sup>th</sup> week of pregnancy (AR 135-91)
- Basically non-existent (not readily available) for our
  - \*Supply
  - \*Funding
- Course of Action(s)
  - \* Wear current trousers unbuttoned with bigger coat
  - \* Wear Physical Fitness Uniform (PFU)
  - \* Recycle maternity uniform, regardless of size/fit





# Physical Training



- Current policy indicates a traditional Guardsman's is required to take a record APFT annually
- Two out of Five Soldiers polled thinks they would be in better shape if they were required to take bi-annually record test like the Active Counterpart
- Remaining Three stated various reasons such as “there was enough stress with one test and where in the training schedule could an additional APFT fit”

# Physical Training



- DOD authorizes each branch to set standards as they seem fit
- Army's New Physical Fitness Test Will Be Gender/Age Neutral
- Implementation date is TBD
- Criticism is that current male standards will be placated so the females will seemingly look more competitive
- Physical Training standards and retention rates among females were non factors

# Conclusion



- Military follows society's progression.





# QUESTIONS?



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# Brig Gen Meyeraan



# ***Ratio of Promotion / Retention Rates for Women in the National Guard - The Career Path to O7***

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National Guard Bureau Joint Staff



# AGENDA



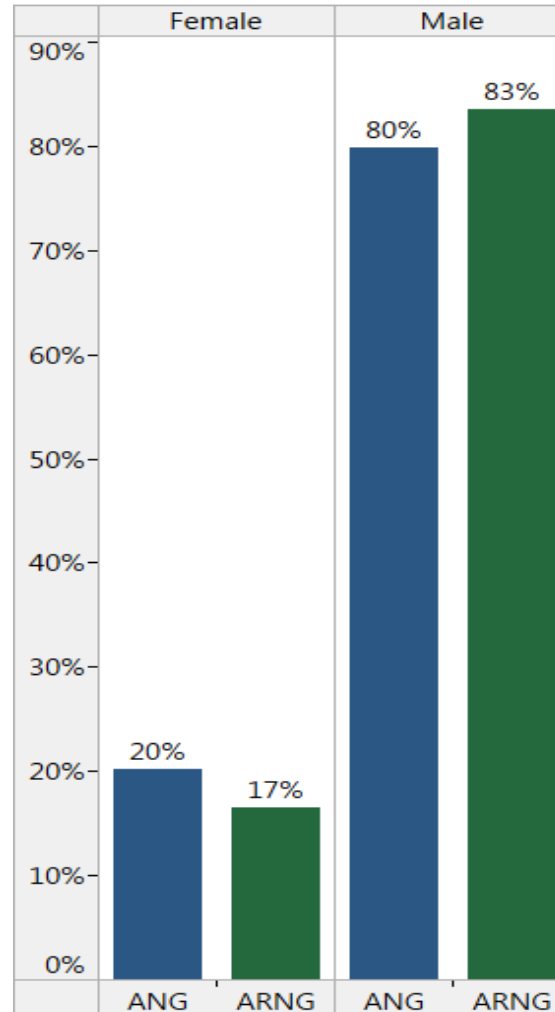
- National Guard Gender Composition
- Ratio of Promotion (Officer and Enlisted)
- Retention Rates for Women in the Air National Guard
- Career Path to 07



# National Guard Gender Composition



## 2016-2017 Snap Shot





# Rank/Grade as 30 April 2018



Army National Guard		Air National Guard	
GENERAL	0	GENERAL	1
LT GENERAL	3	LT GENERAL	2
MAJ GENERAL	69	MAJ GENERAL	41
BRIG GENERAL	167	BRIG GENERAL	134
COLONEL	1,344	COLONEL	1,005
LIEUTENANT COL	3,528	LIEUTENANT COL	3,975
MAJOR	6,617	MAJOR	4,950
CAPTAIN	10,443	CAPTAIN	3,618
1 <sup>st</sup> LIEUTENANT	8,195	1 <sup>st</sup> LIEUTENANT	1,175
2 <sup>nd</sup> LIEUTENANT	5,778	2 <sup>nd</sup> LIEUTENANT	1,051
CHIEF WARRANT OFFICER W-5	376	CHIEF WARRANT OFFICER W-5	0
CHIEF WARRANT OFFICER W-4	1,309	CHIEF WARRANT OFFICER W-4	0
CHIEF WARRANT OFFICER W-3	2,322	CHIEF WARRANT OFFICER W-3	0
CHIEF WARRANT OFFICER W-2	3,096	CHIEF WARRANT OFFICER W-2	0
WARRANT OFFICER W-1	1,487	WARRANT OFFICER W-1	0
<b>TOTAL OFFICER</b>	<b>44,734</b>	<b>TOTAL OFFICER</b>	<b>15,331</b>
<i>"When you Call out the Guard... you Call out America"</i>			
<i>Brig Gen Meyeraan</i>		<i>20June2018</i>	

# Rank/Grade as 30 April 2018



Army National Guard		Air National Guard	
E - 9	2,061	E - 9	2,016
E - 8	7,165	E - 8	4,459
E - 7	18,222	E - 7	15,176
E - 6	34,374	E - 6	19,495
E - 5	60,552	E - 5	21,033
E - 4	101,852	E - 4	15,060
E - 3	34,760	E - 3	11,733
E - 2	17,854	E - 2	620
E - 1	14,579	E - 1	1,742
 TOTAL ENLISTED	 291,419	 TOTAL ENLISTED	 91,335
TOTAL OFFICER	44,734	TOTAL OFFICER	15,331
 GRAND TOTAL	 336,153	 GRAND TOTAL	 106,666
Women are 17% of ARNG = 57,146		Women are 20% of ANG = 21,333	
"When you Call out the Guard... you Call out America"			
Brig Gen Meyeraan		20June2018	

# Retention Rates for Women in the National Guard



## Air National Guard

FY	2013	2014	2015	2016	2017
ANG End Strength:	105,708	106,382	105,728	105,887	105,670
#ANG Females:	20,181	20,794	20,931	21,385	21,656
Percent change:	2%	3%	1%	2%	1%
Retention Rate:	98%	97%	99%	98%	99%

Data Source: MilPds dtd 20180529/A1M

# Path to O7



- Develop Technical Experience
- Gain Management/Leadership Experience
- Earn Increased Responsibility and Obtain Experiences Outside Primary Area
- Command (O4/O5 and O6)
- Joint Qualification (Education and Experience)
- DC Tour (HQ, MAJCOM, COCOM, OSD, JCS, Interagency)
- Federal Recognition/Certificate of Eligibility
- The Right Opportunity...for the Right Person...at the Right Time

**Secret Sauce: Mentor(s)/Champion(s)/Advocate(s)**



# Questions



Thank you!

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# SM Sgt Hartsfield



# ***Access to Mentors for SNCOs as it Applies to Women Serving in the Guard***

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NJANG

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# Women and Mentorship



**Women's Mentorship Council**

**Interviews**

**Mentorship Programs**

**Deliberate Mentorship**

*"When you Call out the Guard..., you Call out America"*

*SMSgt Jacqueline Hartsfield*

*19/20 June 2018*



# DEFINITIONS



A mentorship is a deliberate pairing of a more-skilled or experienced person with a lesser-skilled or inexperienced learner with the agreed upon goal of having the lesser-skilled learner (mentee) grow and develop specific occupational competencies.



# Women's Mentorship Council



The Women's Mentorship Council seeks to raise awareness of the need for female mentorship, education, and empowerment. The ultimate goal is to retain female Soldiers and Airmen in leadership positions within the Guard.



# Interviews



- **Women in Male-Dominated Career Field**
- **Women in Female-Dominated Career Field**

## Questions

- SNCO Mentorship available throughout your career
- Fair Representation of women
- Gender of mentor
- Are you a mentor



# Mentorship Programs



- **Speed mentoring**
  - Series of short focus conversations with a group.
- **Virtual**
  - Use electronic tools instead of meeting face-to-face.



# Deliberate Mentorship



- **SNCO Responsibilities**
- **Equality and Fairness**

# Questions



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